Cp378
UC94
1986

MINORITY AND FEMALE PRESENCE REPORT -- 1986

Affirmative Action Office
UNC-CH

THE LIBRARY OF THE
UNIVERSITY OF
NORTH CAROLINA
AT CHAPEL HILL

THE COLLECTION OF
NORTH CAROLINIANA

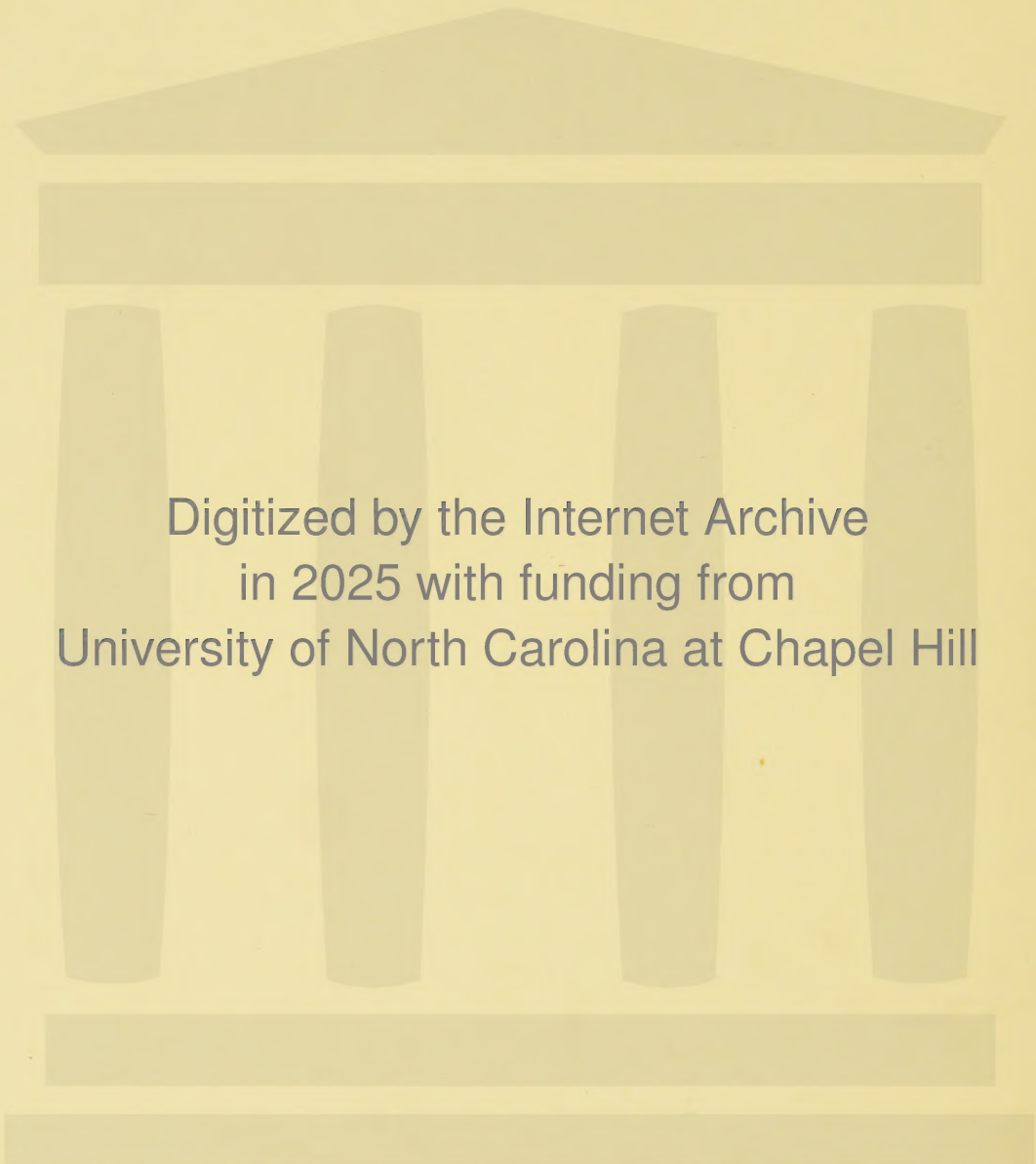
Cp378
UC94
1986

Cp378
UC94
1986

MINORITY AND FEMALE PRESENCE REPORT—1986

Prepared By

The Affirmative Action Office
The University of North Carolina at Chapel Hill
November 1986


Digitized by the Internet Archive
in 2025 with funding from
University of North Carolina at Chapel Hill

https://archive.org/details/minorityfemalepr1986unse

TABLE OF CONTENTS

Preface i

Students

1. Postsecondary Education Intentions of Graduates From North Carolina Public Schools 1983-85 2
2. Other Education and Career Choices Listed by Black High School Graduates From North Carolina Public High Schools 1983-85 3
3. North Carolina Public High School Graduates Entering University of North Carolina Colleges and Universities 1983-85 4
4. Changes In Headcount Enrollment, Fall 1983-Fall 1986 5
5. Analysis of Black Freshmen Student Enrollment Data, 1984-86 6
6. Black Graduate and Professional School Enrollment at Chapel Hill, 1983-86 7
7. Black Enrollment in Selected Professional Schools at Chapel Hill 1983-86 8
8. Female Graduate and Professional School Enrollment at Chapel Hill 1983-86 9
9. Female Enrollment in Selected Professional Schools at Chapel Hill 1983-86 10

Faculty: Academic Affairs

10. Analysis of Doctorate Degrees Awarded to Blacks, 1983-85 11
11. Analysis of Doctorate Degrees Awarded to Females, 1983-85 12
12. Summary of Tenured Faculty By School 14
13. Summary of Tenured Faculty By Rank and Department 15
14. Summary of Tenure Track Faculty By School 22
15. Summary of Tenure Track Faculty By Rank and Department 23
16. Summary of Tenured and Tenure Track Faculty By School 29
17. Summary of Fixed Term Faculty By School 30
18. Summary of Fixed Term Faculty By Rank and Department 31

p85956

Faculty: Health Affairs

19. Summary of Tenured Faculty by School 35

20. Summary of Tenured Faculty By Rank and Department 36

21. Summary of Tenure Track Faculty By School 42

22. Summary of Tenure Track Faculty By Rank and Department 43

23. Summary of Tenured and Tenure Track Faculty By School 48

24. Summary of Fixed Term Faculty By School 49

25. Summary of Fixed Term Faculty By Rank and Department 50

26. Summary of Changes in Black and Female Faculty By Rank, 1983-86 55

EPA Non-Faculty

27. Academic Affairs: Summary of EPA Non-Faculty By School 56

28. Health Affairs: Summary of EPA Non-Faculty By School 57

STAFF Employees *

29. SPA Hiring Results, October 1, 1985 - September 30, 1986 63

30. SPA Workforce Analysis, September 30, 1986 64

31. SPA Personnel-Utilization Analysis, September 30, 1985 - September 30, 1986 65

32. Summary of SPA Workforce Hires, Terminations and Promotions October 1, 1985 - September 30, 1986 66

* Data and narrative in this section prepared by the University Department of Personnel.

Preface

This year's Report is organized to review the University's effort to reach the goals contained in the 1983 **Affirmative Action Plan**. It is also designed to provide part of the statistical base for developing future goals.

The enrollment of minorities has not reached the ten percent (10%) goal as outlined in 1983. Blacks, the largest minority group constitute 7.8% of the 1986 Fall Semester enrollment. A number of studies have addressed the inter-related issues which contribute to the declining rate of blacks entering four year colleges and universities. Data contained in this Report attempts to provide some information that may impact black enrollment in North Carolina.

Black graduate and professional student enrollment has a direct affect on faculty hiring. The current small number of blacks pursuing graduate and professional degrees portends difficulties for universities to recruit additional black faculty and in some instances retain current faculty.

Female student enrollment in both undergraduate and graduate school exceeds male enrollment. Their numbers are also increasing in the professionals schools. In addition, the number of females being awarded doctoral degrees presents universities with opportunities to increase the number of female faculty members.

The workforce in the University has increased in each of the past three years. The current workforce numbers 7,520 which represents a net increase of 314 over the 1985 level.

	EPA Employees	SPA Employees	Total # Employees	% of Total SPA
1983	2498	4389	6887	63
1984	2482 (-16)	4536 (+147)	7018 (+131)	64
1985	2538 (+56)	4668 (+132)	7206 (+188)	64
1986	2706 (+168)	4814 (+146)	7520 (+314)	64

SOURCE: Office of Institutional Research and Personnel Department

Staff employees constitute the largest category of employees in the University. Most of the growth in the University's total workforce during the 1983-86 period occurred in this group. Consequently, this year's Report has an expanded section which is intended to acquaint the University with this segment of the workforce.

This report includes Faculty data by departments. No detailed analysis of these data are provided herein. However, the 1986 **Faculty Recruitment Review** does address issues pertaining to recruitment and retention of both Faculty and EPA Non-faculty employees.

STUDENTS

North Carolina ranks 37th among states in the number of students enrolled in the ninth grade who continue and graduate from high school. The national average is 74.1 percent and in North Caroina the graduation rate is 7.07 percent (Washington Post, August 22, 1986).

This low graduation rate has a direct impact on the University's effort to increase black undergraduate enrollment. While black students comprised 30.4% of all students enrolled in public schools in North Carolina during the 1984-85 school term, they represented approximately 13% of the high school graduates (North Carolina Public Schools Statistical Profile-1985).

In 1985, only three thousand six hundred and seventy-one (3671) black students graduating from public high schools in North Carolina enrolled in University of North Carolina Institutions (chart 3). Of this number, three hundred and twenty-four (324) or approximately 8% of these students enrolled at Chapel Hill.

The combination of a decreasing number of black high school graduates and the decision among these students to pursue other career choices may require a change in recruitment strategy if the undergraduate black enrollment is to reach a minimum of 10% of the total enrollment.

It is interesting to note the number of black students choosing military careers. This phenomenon is not limited to North Carolina. The southeastern region represents a fertile area for recruitment of blacks into the military. (Atlanta Constitution, October 6, 1986). Any successful recruitment effort will have to consider and address this issue.

The University continues to enjoy success in increasing the number of female students. Females outnumber males in both undergraduate and graduate programs. It is probable that this aspect of student enrollment will continue.

CHART 1

Postsecondary Education Intentions of Graduates From North Carolina Public Schools

YEAR	RACE/GENDER											
	WHITE			BLACK			NATIVE AMERICANS			OTHER		
	M	F	T	M	F	T	M	F	T	M	F	T
1983-84												
Public Senior Institutions												
North Carolina	5765	5974	11739	1847	2765	4612	53	112	165	81	63	144
Out-of-State	376	278	654	110	109	219	0	0	0	9	14	23
Total	6141	6252	12393	1957	2874	4831	53	112	165	90	77	167
Private Senior Institutions												
North Carolina	1195	1692	2887	357	473	830	9	8	17	12	10	22
Out-of-State	353	358	711	107	103	210	3	4	7	5	7	12
Total	1548	2050	3598	464	576	1040	12	12	24	17	17	34
1984-85												
Public Senior Institutions												
North Carolina	5797	6339	12136	1844	2678	4522	88	81	169	67	79	146
Out-of-State	387	351	738	110	99	209	7	6	13	14	7	21
Total	6184	6690	12874	1954	2777	4731	95	87	182	81	86	167
Private Senior Institutions												
North Carolina	1147	1715	2862	365	556	921	2	4	6	12	13	25
Out-of-State	301	351	622	95	116	211	3	1	4	10	5	15
Total	1448	2066	3514	460	672	1132	5	5	10	22	18	40
1985-86												
Public Senior Institutions												
North Carolina	5965	6599	12564	1806	2781	4587	77	97	174	99	74	173
Out-of-State	435	354	789	94	100	194	2	2	4	17	21	38
Total	6400	6953	13353	1900	2881	4781	79	99	178	116	95	211
Private Senior Institutions												
North Carolina	1192	1691	2883	385	512	897	7	7	14	13	11	24
Out-of-State	371	384	755	107	126	233	1	2	3	12	12	24
Total	1563	2075	3638	492	638	1130	8	9	17	25	23	48

SOURCE: Compiled From Data Contained in North Carolina Public Schools Statistical Profile 1983

Other Education and Career Choices Listed by Black High School Graduates From North Carolina Public High Schools

	1983			1984			1985		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Community Colleges & Technical Institutions									
North Carolina	1148	2769	3917	1105	2339	3444	1014	2269	3283
Out-of-State	51	93	144	46	53	99	50	52	102
Total	1199	2862	4061	1151	2392	3543	1064	2321	3385
Private Junior Colleges									
North Carolina	153	137	290	139	141	280	116	144	260
Out-of-State	16	22	38	22	13	35	25	11	36
Total	169	159	328	161	154	315	141	155	296
Trade & Business Schools,etc.									
North Carolina	95	424	519	124	483	607	131	438	569
Out-of-State	64	68	132	54	87	141	74	77	151
Total	159	492	651	178	570	748	205	515	720
Military	2506	720	3226	2485	624	3109	2257	671	2928
Employment	2097	2071	4168	2270	2098	4368	2297	2169	4466
Others**	692	930	1622	682	833	1515	696	814	1510
TOTALS	6822	7234	14056	6927	6671	13598	6660	6645	13305

SOURCE: North Carolina Public Schools Statistical Profile.

CHART 3

North Carolina Public High School Graduates Entering University Of North Carolina Colleges and Universities

YEAR	RACE/GENDER														
	WHITE			BLACK			HISPANIC			ASIAN			NATIVE AMERICAN		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
1983	5459	5574	11033	1504	2352	3856	21	21	42	72	59	131	48	109	157
1984	5579	5967	11546	1399	2107	3506	22	27	49	62	65	127	66	78	144
1985	5693	6208	11901	1457	2214	3671	27	23	50	76	76	152	54	117	171

SOURCE: Office for Civil Rights B1 Supplement, The University of North Carolina General Administration
Data for 1986 not currently available.

CHART 4

SUMMARY OF CHANGES IN HEADCOUNT ENROLLMENT FALL 1983 - FALL 1986

	Fall 1983		Fall 1984		Fall 1985		Fall 1986	
UNDERGRADUATES	-No.-	-%-	-No.-	-%-	-No.-	-%-	-No.-	-%-
--By Race--								
White	12810	88.0%	12850	88.3%	13204	88.6%	13595	88.8%
Black	1455	10.0%	1388	9.5%	1324	8.9%	1306	8.5%
Other	293	2.0%	321	2.2%	370	2.5%	412	2.7%
Total	14558	100.0%	14559	100.0%	14898	100.0%	15313	100.0%
--By Sex--								
Male	6082	41.8%	5965	41.0%	6054	40.6%	6246	40.8%
Female	8476	58.2%	8594	59.0%	8844	59.4%	9067	59.2%
Total	14558	100.0%	14559	100.0%	14898	100.0%	15313	100.0%
GRADUATE STUDENT								
--By Race--								
White	5062	91.8%	4962	92.3%	5098	92.4%	5390	92.0%
Black	295	5.3%	263	4.9%	275	5.0%	319	5.5%
Other	160	2.9%	150	2.8%	142	2.6%	148	2.5%
Total	5517	100.0%	5375	100.0%	5515	100.0%	5857	100.0%
--By Sex--								
Male	2518	45.6%	2468	45.9%	2509	45.5%	2670	45.6%
Female	2999	54.4%	2907	54.1%	3006	54.5%	3187	54.4%
Total	5517	100.0%	5375	100.0%	5515	100.0%	5857	100.0%
PROFESSIONAL**								
--By Race--								
White	1495	88.9%	1477	88.0%	1393	86.6%	1396	86.6%
Black	133	7.9%	141	8.4%	143	8.9%	148	9.2%
Other	54	3.2%	68	3.6%	72	4.5%	67	4.2%
Total	1682	100.0%	1678	100.0%	1608	100.0%	1611	100.0%
--By Sex--								
Male	1122	66.7%	1092	65.1%	993	61.8%	988	61.3%
Female	560	33.3%	586	34.9%	615	38.2%	623	38.7%
Total	1682	100.0%	1678	100.0%	1608	100.0%	1611	100.0%
ALL STUDENTS								
--By Race--								
White	19367	89.0%	19289	89.3%	19695	89.4%	20381	89.5%
Black	1883	8.7%	1792	8.3%	1742	7.9%	1773	7.8%
Other	507	2.3%	531	2.5%	584	2.7%	627	2.7%
Total	21757	100.0%	21612	100.0%	22021	100.0%	22781	100.0%
--By Sex--								
Male	9722	44.7%	9525	44.1%	9556	43.4%	9904	43.5%
Female	12035	55.3%	12087	55.9%	12465	56.6%	12877	56.5%
Total	21757	100.0%	21612	100.0%	22021	100.0%	22781	100.0%

** Candidates for J.D., M.D., D.D.S. degrees

Note: For ease in reporting all percentages totals have been rounded to 100.0%

SOURCE: Office of the University Registrar.

CHART 5

ANALYSIS OF BLACK FRESHMAN STUDENT ENROLLMENT DATA 1984-1986

	1984	1985	1986
Number of Final Applicants [1]	766	750	803
Percentage of Final Applicants With PGA [2] of 1.6 Or Higher	79.50%	79.06%	75.84%
Number Admitted	515	488	513
Admittees as % of Final Applicants [3]	67.23%	65.06%	63.88%
Number Enrolled [4]	346	324	311
Enrollees as % of Admittees	65.82%	64.75%	60.62%
Blacks as % of All Freshmen	10.09%	9.49%	9.41%

[1] Excludes those who withdrew, or did not complete, their applications.

[2] Predicted Grade Average. Fourteen applicants had no PGA; their high schools did not rank students.

[3] Comparable percentages for white students were lower, in all years. For the Fall of 1986, 38.26% were admitted from the final applicants.

[4] Includes "readmits" as follows: 1984 - 7, 1985 - 8, 1986 - 11.

NOTE: Data for in-state and out-of-state applicants are combined.

SOURCE: Office of Undergraduate Admissions

CHART 6

BLACK GRADUATE AND PROFESSIONAL SCHOOL ENROLLMENT AT CHAPEL HILL 1983-1986

GRADUATE SCHOOL

YEAR	TOTAL FALL ENROLLMENT	TOTAL BLACK ENROLLMENT	PERCENT OF TOTAL ENROLLMENT
1983	5517	295	5.3
1984	5375	263	4.9
1985	5515	275	5.0
1986	5857	319	5.4

PROFESSIONAL SCHOOL

1983	1682	133	7.9
1984	1678	141	8.4
1985	1608	143	8.9
1986	1611	148	9.2

SOURCE: University Registrar

CHART 7

SUMMARY OF BLACK ENROLLMENT IN SELECTED PROFESSIONAL SCHOOLS AT CHAPEL HILL 1983-1986

YEAR	TOTAL FALL ENROLLMENT	TOTAL BLACK ENROLLMENT	PERCENT OF TOTAL ENROLLMENT
SCHOOL OF BUSINESS ADMINISTRATION			
1983	353	19	5.4
1984	345	10	2.9
1985	386	10	2.6
1986	411	15	3.0
SCHOOL OF DENTISTRY			
1983	317	20	6.3
1984	305	18	5.9
1985	301	18	6.0
1986	299	16	5.3
SCHOOL OF LAW			
1983	719	41	5.3
1984	718	52	5.7
1985	650	54	8.0
1986	649	58	8.3
SCHOOL OF MEDICINE			
1983	635	75	11.8
1984	642	82	12.7
1985	640	73	11.4
1986	639	73	11.4
SCHOOL OF PHARMACY			
1983	495	14	2.8
1984	467	15	3.2
1985	481	23	4.8
1986	504	23	4.6

SOURCE: University Registrar for Schools of Business Administration (except 1986 data which was provided by the School), Dentistry and Medicine. Data For Schools of Law and Pharmacy provided by the respective Schools.

CHART 8

FEMALE GRADUATE AND PROFESSIONAL SCHOOL ENROLLMENT AT CHAPEL HILL 1983-86

YEAR	TOTAL FALL ENROLLMENT	TOTAL FEMALE ENROLLMENT	PERCENT OF TOTAL ENROLLMENT
		GRADUATE SCHOOL	
1983	5517	2999	54.3
1984	5375	2907	54.1
1985	5515	3006	54.5
1986	5857	3187	54.4
		PROFESSIONAL SCHOOL	
1983	1682	560	33.3
1984	1678	586	34.9
1985	1608	615	38.2
1986	1611	623	38.7

SOURCE: University Registrar

CHART 9

SUMMARY OF FEMALE ENROLLMENT IN SELECTED PROFESSIONAL SCHOOLS AT CHAPEL HILL 1983-1986

YEAR	TOTAL FALL ENROLLMENT	TOTAL FEMALE ENROLLMENT	PERCENT OF TOTAL ENROLLMENT
SCHOOL OF BUSINESS ADMINISTRATION			
1983	353	112	31.7
1984	345	101	29.3
1985	386	117	30.3
1986	411	129	31.0
SCHOOL OF DENTISTRY			
1983	317	70	22.1
1984	305	71	23.3
1985	301	79	26.2
1986	299	90	30.1
SCHOOL OF LAW			
1983	719	282	39.2
1984	718	282	39.3
1985	650	287	44.1
1986	649	278	42.8
SCHOOL OF MEDICINE			
1983	635	201	31.0
1984	642	224	34.9
1985	640	236	36.9
1986	639	243	38.0
SCHOOL OF PHARMACY			
1983	495	313	63.2
1984	467	296	63.3
1985	481	311	64.6
1986	504	330	65.5

SOURCE: University Registrar for Schools of Business Administration (except 1986 data which was provided by the School), Dentistry and Medicine. Data For Schools of Law and Pharmacy provided by the respective Schools.

FACULTY

Black Faculty

The number of tenured and tenure track black faculty has decreased between 1983-1986. During the past three years there has been a net reduction of 2 in the black faculty (53 in Fall 1983 and 51 in Fall of 1986).

One of the results of the decreasing black graduate school enrollment is the small number of blacks being awarded doctoral degrees who are available for faculty positions. In addition, there is a continuing pattern of blacks pursuing graduate study in education fields during a period when the number of faculty openings in these fields is small. There is a gradual trend in the opposite direction. The percentage of blacks receiving doctoral degrees in education fields has decreased from 51% in 1983 to 48% in 1985. The following data shows the five fields in which blacks received the largest number of doctoral degrees between 1983-85:

CHART 10

ANALYSIS OF DOCTORATE DEGREES AWARDED TO BLACKS
1983-1985

(1)	(2)	(3)	(4)	(5)	(6)
1983	31190	1000 (3%)	Education	516	51%
			Social Sciences	199	19%
			Psychology	112	11%
			Humanities	79	7%
			Life Sciences	74	7%
1984	31253	1049 (3%)	Education	509	48%
			Social Sciencs	222	21%
			Psychology	121	11%
			Humanities	101	9%
			Life Sciences	97	9%
1985	31201	1040 (3%)	Education	503	48%
			Social Sciences	205	19%
			Psychology	105	10%
			Life Sciences	98	9%
			Humanities	75	7%

(1) Year (2) Total number of degrees awarded (3) Total number of degrees awarded blacks (4) Five fields in which largest number of degrees awarded (5) Number awarded by field (6) Percent awarded by field

SOURCE: **Summary Report Doctorate Recipients From United States Universities.** Office of Scientific and Engineering Personnel National Research Council. 1983 pages 26-29, 1984 pages 30-33. Data for 1985 provided by National Research Council is unpublished.

An active recruitment effort will be necessary to increase the number of black faculty. At the same time it will be important to develop an effective retention program as other Universities attempt to recruit some of the current black faculty.

Female Faculty

The current tenure track complement of 320 female faculty is 15 less than the goal of 335 which was projected for December 31, 1986. This represents a net increase of 46 during the 1983-86 period. However, the current number of females in the tenure track complement represents a net increase of 35 in the past eleven years. In 1975, the year of the publication of the first **Affirmative Action Plan**, there were 298 females in the tenure track complement.

However, the past two recruitment periods have presented a positive picture. During the 1984-85 recruitment period 31% of the tenure and tenure track positions were filled by females. During the comparable 1985-86 period, 34% of these positions were filled by females.

CHART 11

ANALYSIS OF DOCTORATE DEGREES AWARDED TO FEMALES
1983-1985

(1)	(2)	(3)	(4)	(5)	(6)
1983	31190	10485 (33%)	Education	3604	34%
			Social Sciences	2380	22%
			Life Sciences	1717	16%
			Humanities	1530	14%
			Language and Literature	662	6%
1984	31253	10660 (34%)	Education	3457	32%
			Social Sciences	2407	22%
			Life Sciences	1788	16%
			Humanities	1586	14%
			Language and Literature	683	6%
1985	31201	10699 (34%)	Education	3480	32%
			Social Sciences	2352	21%
			Life Sciences	1855	17%
			Humanities	1489	13%
			Language and Literature	638	5%

(1) Year (2) Total number of degrees awarded (3) Total number of degrees awarded females (4) Five fields in which largest number of degrees awarded (5) Number awarded by field (6) Percent awarded by field

SOURCE: **Summary Report Doctorate Recipients From United States Universities.** Office of Scientific and Engineering Personnel National Research Council. 1983 pages 26-29, 1984 pages 30-33. Data for 1985 provided by National Research Council is unpublished.

The preceding data indicates that future efforts to recruit female faculty may be easier to accomplish since, nationally, women represent more than 50% of the total graduate school enrollment (Chronicle of Higher Education, September 10, 1986) and 54.4% at Chapel Hill. While the number of females receiving doctorates in some fields remains low, in other areas, particularly the life sciences, their numbers are increasing.

The increasing number of females pursuing doctoral degrees provides the University an opportunity to increase their numbers among the faculty. However, it will also require some attention to addressing some issues listed by females as important in their decision to accept an offer or deciding to leave for another University.*

* All data pertaining to faculty and EPA non-faculty (as of August 31, 1986) were obtained from information provided by the Office of Institutional Research.

CHART 12

ACADEMIC AFFAIRS
SUMMARY OF TENURED FACULTY BY SCHOOL

		White		Black		Asian		Hispanic		Total		To
ARTS & SCIENCES:		M	F	M	F	M	F	M	F	M	F	
Fine Arts	%	81.4	14.0	2.3	0	2.3	0	0	0	86.0	14.0	
	#	35	6	1	0	1	0	0	0	37	6	4
Humanities	%	76.6	13.9	2.2	1.5	0	0	4.3	1.5	83.2	16.8	
	#	105	19	3	2	0	0	6	2	114	23	13
Natural Sciences	%	88.3	6.1	1.1	0.6	2.8	0	1.1	0	93.3	6.7	
	#	159	11	2	1	5	0	2	0	168	12	18
Social Sciences	%	83.9	11.4	2.7	1.3	0.7	0	0	0	87.2	12.8	
	#	125	17	4	2	1	0	0	0	130	19	14
BUSINESS ADMINISTRATION	%	95.6	4.4	0	0	0	0	0	0	95.6	4.4	
	#	43	2	0	0	0	0	0	0	43	2	4
EDUCATION	%	81.4	11.6	7.0	0	0	0	0	0	88.4	11.6	
	#	35	5	3	0	0	0	0	0	38	5	4
LAW & INSTITUTE OF GOVERNMENT	%	77.5	18.4	4.1	0	0	0	0	0	81.6	18.4	
	#	38	9	2	0	0	0	0	0	40	9	4
JOURNALISM	%	71.4	21.4	7.2	0	0	0	0	0	78.6	21.4	
	#	10	3	1	0	0	0	0	0	11	3	1
LIBRARY SCIENCE	%	55.6	44.4	0	0	0	0	0	0	55.6	44.4	
	#	5	4	0	0	0	0	0	0	5	4	
SOCIAL WORK	%	53.8	23.1	15.4	7.7	0	0	0	0	69.2	30.8	
	#	7	3	2	1	0	0	0	0	8	4	1
TOTAL for ACADEMIC AFFAIRS	%	82.7	11.6	2.6	0.9	1.0	0	0.9	0.3	87.2	12.8	
	#	562	79	18	8	7	0	8	2	595	87	68

CHART 13

ACADEMIC AFFAIRS
TENURED FACULTY BY RANK AND DEPARTMENT

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GRAND
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TOTAL
SCHOOL/DEPARTMENT															
FINE ARTS															
ART															
Distinguished Professor	1		1										1		1
Professor	9	2	11										9	2	11
Associate Professor	1		1	1		1							2		2
DRAMATIC ART															
Professor	2	1	3										2	1	3
Associate Professor		2	2											2	2
MUSIC															
Distinguished Professor	2		2										2		2
Professor	5	1	6										5	1	6
Associate Professor	8		8				1		1				9		9
RTVMP															
Professor	3		3										3		3
Associate Professor	4		4										4		4
HUMANITIES															
CLASSICS															
Distinguished Professor	3		3										3		3
Professor	5	1	6										5	1	6
Associate Professor	3	1	4										3	1	4
ENGLISH															
Distinguished Professor	9	1	10										9	1	10
Professor	18		18		2	2							18	2	20
Associate Professor	12	5	17	1		1							13	5	18

Academic Affairs - Tenured Faculty By Rank And Department
(Continued)

	RACE/GENDER													
	White			Black			Asian			Hispanic			TOTAL	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F
SCHOOL/DEPARTMENT														
GERMANIC LANGUAGES														
Professor	4		4										4	
Associate Professor	3	1	4										3	1
PHILOSOPHY														
Distinguished Professor	2		2										2	
Professor	8		8	1		1							9	
Associate Professor	2		2										2	
Assistant Professor	2		2										2	
RELIGIOUS STUDIES														
Distinguished Professor	1		1	1		1							2	
Professor	2		2										2	
Associate Professor	6		6										6	
ROMANCE LANGUAGES														
Distinguished Professor	1		1							1		1	2	
Professor	7	2	9							2	1	3	9	3
Associate Professor	4	2	6							3	1	4	7	3
SLAVIC LANGUAGES														
Distinguished Professor	1		1										1	
Professor	4	1	5										4	1
Associate Professor	1		1										1	
SPEECH COMMUNICATIONS														
Professor	2	2	4										2	2
Associate Professor	5	1	6										5	1

Academic Affairs - Tenured Faculty By Rank And Department
(Continued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GRAND
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TOTAL
SCHOOL/DEPARTMENT															
CURRICULUM OF COMPARATIVE LITERATURE															
Distinguished Professor		1	1											1	1
Associate Professor		1	1											1	1
NATURAL SCIENCES															
INSTITUTE OF MARINE SCIENCES															
Professor	4		4										4		4
BIOLOGY															
Distinguished Professor	3		3										3		3
Professor	16	1	17										16	1	17
Associate Professor	6	3	9							1		1	7	3	10
CHEMISTRY															
Distinguished Professor	6		6										6		6
Professor	18	1	19	1		1							19	1	20
Associate Professor	3		3										3		3
COMPUTER SCIENCES															
Distinguished Professor	2		2										2		2
Professor	8		8										8		8
GEOLOGY															
Distinguished Professor	1		1										1		1
Professor	5		5										5		5
Associate Professor	3	1	4										3	1	4

Academic Affairs - Tenured Faculty By Rank And Department
(Continued)

	RACE/GENDER													
	White			Black			Asian			Hispanic			TOTAL	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F
SCHOOL/DEPARTMENT														
MATHEMATICS														
Distinguished Professor	1		1										1	
Professor	21	1	22							1		1	22	1
PHYSICS & ASTRONOMY														
Distinguished Professor	3		3										3	
Professor	14		14				2		2				16	
Associate Professor	2		2				1		1				3	
PSYCHOLOGY														
Distinguished Professor	1		1										1	
Professor	19	3	22		1	1							19	4
Associate Professor	8	1	9										8	1
STATISTICS														
Distinguished Professor							1		1				1	
Professor	6		6				1		1				7	
Associate Professor	1		1	1		1							2	
CURRICULUM IN MARINE SCIENCES														
Distinguished Professor	1		1										1	
Professor	2		2										2	
Associate Professor	1		1										1	
CURRICULUM IN OPERATIONS RESEARCH														
Professor	3		3										3	
Associate Professor	1		1										1	

Academic Affairs - Tenured Faculty By Rank And Department
(Continued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GRAND
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TOTAL
SCHOOL/DEPARTMENT															
SOCIAL SCIENCES															
ANTHROPOLOGY															
Professor	5	2	7										5	2	7
Associate Professor	2	2	4	1		1							3	2	5
CITY & REGIONAL PLANNING															
Professor	7	1	8										7	1	8
Associate Professor	1		1										1		1
ECONOMICS															
Distinguished Professor	3		3										3		3
Professor	12		12										12		12
Associate Professor	7		7	1		1							8		8
GEOGRAPHY															
Professor	5		5										5		5
Associate Professor	2	1	3										2	1	3
Assistant Professor	1		1										1		1
HISTORY															
Distinguished Professor	7		7										7		7
Professor	20	2	22	1	1	2							21	3	24
Associate Professor	8	2	10										8	2	10
PHYSICAL EDUCATION															
Professor	4	1	5										4	1	5
Associate Professor	4	1	5										4	1	5

Academic Affairs - Tenured Faculty By Rank And Department
(Continued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GR
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TO
SCHOOL/DEPARTMENT															
POLITICAL SCIENCE															
Distinguished Professor	4		4										4		
Professor	12		12				1		1				13		1
Associate Professor	4	1	5										4	1	
SOCIOLOGY															
Distinguished Professor	2		2										2		
Professor	8		8										8		
Associate Professor	5	2	7	1		1							6	2	
CURRICULUM IN AFRO-AMERICAN STUDIES															
Associate Professor		1	1		1	1								2	
CURRICULUM IN AMERICAN STUDIES															
Associate Professor		1	1											1	
CURRICULUM IN RECREATION ADMINISTRATION															
Professor	1		1										1		
Associate Professor	1		1										1		
BUSINESS ADMINISTRATION															
Distinguished Professor	10		10										10		
Professor	21		21										21		
Associate Professor	12	2	14										12	2	

Academic Affairs - Tenured Faculty By Rank And Department
(Continued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GRAND
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TOTAL
SCHOOL/DEPARTMENT															
EDUCATION															
Distinguished Professor	1		1										1		1
Professor	24	2	26	2		2							26	2	28
Associate Professor	9	3	12	1		1							10	3	13
Assistant Professor	1		1										1		1
INSTITUTE OF GOVERNMENT															
Distinguished Professor	2		2										2		2
Professor	14	2	16										14	2	16
Associate Professor	3	1	4										3	1	4
LAW															
Distinguished Professor	7		7										7		7
Professor	11	4	15	1		1							12	4	16
Associate Professor	1	2	3	1		1							2	2	4
JOURNALISM															
Distinguished Professor	1		1										1		1
Professor	5	1	6										5	1	6
Associate Professor	3	2	5	1		1							4	2	6
Assistant Professor	1		1										1		1
LIBRARY SCIENCE															
Professor	5	2	7										5	2	7
Associate Professor		2	2											2	2
SOCIAL WORK															
Distinguished Professor				1		1							1		1
Professor	2	1	3	1		1							3	1	4
Associate Professor	4	2	6		1	1							4	3	7
Assistant Professor	1		1										1		1
TOTAL TENURED FACULTY	562	79	641	18	6	24	7	0	7	8	2	10	595	87	682

CHART 14

ACADEMIC AFFAIRS
SUMMARY OF TENURE TRACK FACULTY BY SCHOOL

		White		Black		Asian		Hispanic		Total		T
ARTS & SCIENCES:		M	F	M	F	M	F	M	F	M	F	
Fine Arts	%	50.0	43.8	0	0	0	0	0	6.2	50.0	50.0	
	#	8	7	0	0	0	0	0	1	8	8	
Humanities	%	63.7	22.8	4.5	0	0	4.5	0	4.5	68.2	31.8	
	#	14	5	1	0	0	1	0	1	15	7	
Natural Sciences	%	68.2	20.5	0	4.5	4.5	0	2.3	0	75.0	25.0	
	#	30	9	0	2	2	0	1	0	33	11	
Social Sciences	%	72.7	20.5	0	6.8	0	0	0	0	72.7	27.3	
	#	32	9	0	3	0	0	0	0	32	12	
BUSINESS ADMINISTRATION	%	54.2	37.5	0	4.2	4.2	0	0	0	58.3	41.7	
	#	13	9	0	1	1	0	0	0	14	10	
EDUCATION	%	40.0	60.0	0	0	0	0	0	0	40.0	60.0	
	#	2	3	0	0	0	0	0	0	2	3	
LAW & INSTITUTE OF GOVERNMENT	%	75.0	25.0	0	0	0	0	0	0	75.0	25.0	
	#	9	3	0	0	0	0	0	0	9	3	
JOURNALISM	%	40.0	40.0	0	20.0	0	0	0	0	40.0	60.0	
	#	2	2	0	1	0	0	0	0	2	3	
LIBRARY SCIENCE	%	50.0	33.3	0	16.7	0	0	0	0	50.0	50.0	
	#	3	2	0	1	0	0	0	0	3	3	
SOCIAL WORK	%	20.0	60.0	0	20.0	0	0	0	0	20.0	80.0	
	#	1	3	0	1	0	0	0	0	1	4	
TOTAL FOR ACADEMIC AFFAIRS	%	62.3	28.4	0.5	4.9	1.6	0.5	0.5	1.1	65.0	35.0	
	#	114	52	1	9	3	1	1	2	119	64	1

CHART 15

ACADEMIC AFFAIRS
TENURE TRACK FACULTY BY RANK AND DEPARTMENT

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GRAND
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TOTAL
CHOOL/DEPARTMENT															
INE ARTS															
RT															
ssistant Professor		3	3											3	3
RAMATIC ART															
ssociate Professor		1	1											1	1
ssistant Professor	1		1										1		1
JSIC															
ssistant Professor	5	2	7										5	2	7
nstructor										1	1			1	1
ADIO, TELEVISION & MOTION PICTURES															
ssociate Professor	1		1										1		1
ssistant Professor	1		1										1		1
nstructor		1	1											1	1
UMANITIES															
LASSICS															
ssistant Professor	3	1	4										3	1	4
GLISH															
ssociate Professor	1		1										1		1
ssistant Professor	2	2	4										2	2	4

Academic Affairs - Tenure Track Faculty By Rank And Department
(Continued)

	RACE/GENDER													
	White			Black			Asian			Hispanic			TOTAL	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F
SCHOOL/DEPARTMENT														
GERMANIC LANGUAGES														
Associate Professor	1		1										1	
Assistant Professor		1	1											1
PHILOSOPHY														
Assistant Professor	2		2										2	
RELIGIOUS STUDIES														
Assistant Professor								1	1					1
ROMANCE LANGUAGES														
Assistant Professor	1		1							1	1	1	1	1
SPEECH COMMUNICATIONS														
Assistant Professor	2	1	3	1		1							3	1
Instructor	1		1										1	
CURRICULUM OF COMPARATIVE LITERATURE														
Assistant Professor	1		1										1	
NATURAL SCIENCES														
INSTITUTE OF MARINE SCIENCES														
Associate Professor	1		1										1	
Assistant Professor	1		1										1	

Academic Affairs - Tenure Track Faculty By Rank And Department
(Continued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GRAND
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TOTAL
SCHOOL/DEPARTMENT															
BIOLOGY															
Associate Professor	2		2										2		2
Assistant Professor	6		6		1	1							6	1	7
CHEMISTRY															
Associate Professor	2		2										2		2
Assistant Professor	3	2	5										3	2	5
COMPUTER SCIENCE															
Associate Professor	1		1										1		1
Assistant Professor	4		4				1		1				5		5
GEOLOGY															
Assistant Professor	1		1							1		1	2		2
Instructor	1		1										1		1
MATHEMATICS															
Associate Professor	1		1										1		1
Assistant Professor	2	1	3										2	1	3
PHYSICS & ASTRONOMY															
Associate Professor	1		1										1		1
Assistant Professor	1	1	2										1	1	2
PSYCHOLOGY															
Associate Professor		1	1											1	1
Assistant Professor	1	4	5		1	1							1	5	6
STATISTICS															
Assistant Professor	2		2										2		2

Academic Affairs - Tenure Track Faculty By Rank And Department
(Continued)

RACE/GENDER

SCHOOL/DEPARTMENT	White M	White F	White T	Black M	Black F	Black T	Asian M	Asian F	Asian T	Hispanic M	Hispanic F	Hispanic T	TOTAL M	TOTAL F
CURRICULUM IN OPERATIONS RESEARCH														
Assistant Professor							1		1				1	
SOCIAL SCIENCES														
ANTHROPOLOGY														
Assistant Professor		1	1											1
CITY & REGIONAL PLANNING														
Associate Professor	1		1										1	
Assistant Professor	1		1		1	1							1	1
Instructor		1	1											1
ECONOMICS														
Assistant Professor	6	1	7										6	1
Instructor	1		1										1	
GEOGRAPHY														
Associate Professor	1		1										1	
Assistant Professor	1		1										1	
HISTORY														
Assistant Professor	5	1	6		1	1							5	2
PHYSICAL EDUCATION														
Associate Professor	1		1										1	
Assistant Professor	2		2										2	

Academic Affairs - Tenure Track Faculty By Rank And Department
(Continued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GRAND
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TOTAL
SCHOOL/DEPARTMENT															
POLITICAL SCIENCE															
Associate Professor	1	1	2										1	1	2
Assistant Professor	4		4	1	1								4	1	5
Instructor	2	1	3										2	1	3
SOCIOLOGY															
Associate Professor	1		1										1		1
Assistant Professor	4	2	6										4	2	6
CURRICULUM IN RECREATION ADMINISTRATION															
Assistant Professor	1	1	2										1	1	2
BUSINESS ADMINISTRATION															
Associate Professor	4		4										4		4
Assistant Professor	8	7	15	1	1								8	8	16
Instructor	1	2	3				1		1				2	2	4
EDUCATION															
Associate Professor	1		1										1		1
Assistant Professor	1	3	4										1	3	4
INSTITUTE OF GOVERNMENT															
Associate Professor	1		1										1		1
Assistant Professor	2	2	4										2	2	4
LAW															
Associate Professor	4		4										4		4
Assistant Professor	2	1	3										2	1	3

Academic Affairs - Tenure Track Faculty By Rank And Department
(Continued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		G
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
SCHOOL/DEPARTMENT															
JOURNALISM															
Assistant Professor	2	2	**4**		1	**1**							2	3	
LIBRARY SCIENCE															
Associate Professor	1		**1**										1		
Assistant Professor	2	2	**4**		1	**1**							2	3	
SOCIAL WORK															
Associate Professor		1	**1**											1	
Assistant Professor	1	1	**2**		1	**1**							1	2	
Instructor		1	**1**											1	
TOTAL TENURE TRACK	114	52	**166**	1	9	**10**	3	1	**4**	1	2	**3**	119	64	

CHART 16

ACADEMIC AFFAIRS
SUMMARY OF TENURED AND TENURE TRACK FACULTY BY SCHOOL

		White		Black		Asian		Hispanic		Total		Total
ARTS & SCIENCES:		M	F	M	F	M	F	M	F	M	F	
Fine Arts	%	72.9	22.0	1.7	0	1.7	0	0	1.7	76.3	23.7	
	#	**43**	**13**	**1**	**0**	**1**	**0**	**0**	**1**	**45**	**14**	**59**
Humanities	%	74.8	15.1	2.5	1.3	0	0.6	3.8	1.9	81.1	18.9	
	#	**119**	**24**	**4**	**2**	**0**	**1**	**6**	**3**	**129**	**30**	**159**
Natural Sciences	%	84.4	8.9	0.9	1.3	3.1	0	1.3	0	89.7	10.3	
	#	**189**	**20**	**2**	**3**	**7**	**0**	**3**	**0**	**201**	**23**	**224**
Social Sciences	%	81.3	13.5	2.1	2.6	0.5	0	0	0	83.9	16.1	
	#	**157**	**26**	**4**	**5**	**1**	**0**	**0**	**0**	**162**	**31**	**193**
BUSINESS ADMINISTRATION	%	81.2	15.9	0	1.4	1.4	0	0	0	82.6	17.4	
	#	**56**	**11**	**0**	**1**	**1**	**0**	**0**	**0**	**57**	**12**	**69**
EDUCATION	%	77.1	16.7	6.2	0	0	0	0	0	83.3	16.7	
	#	**37**	**8**	**3**	**0**	**0**	**0**	**0**	**0**	**40**	**8**	**48**
LAW & INSTITUTE OF GOVERNMENT	%	77.0	19.7	3.3	0	0	0	0	0	80.3	19.7	
	#	**47**	**12**	**2**	**0**	**0**	**0**	**0**	**0**	**49**	**12**	**61**
JOURNALISM	%	63.1	26.3	5.3	5.3	0	0	0	0	68.4	31.6	
	#	**12**	**5**	**1**	**1**	**0**	**0**	**0**	**0**	**13**	**6**	**19**
LIBRARY SCIENCE	%	53.3	40.0	0	6.7	0	0	0	0	53.3	46.7	
	#	**8**	**6**	**0**	**1**	**0**	**0**	**0**	**0**	**8**	**7**	**15**
SOCIAL WORK	%	44.4	33.3	11.1	11.1	0	0	0	0	55.6	44.4	
	#	**8**	**6**	**2**	**2**	**0**	**0**	**0**	**0**	**10**	**8**	**18**
TOTAL FOR ACADEMIC AFFAIRS	%	78.4	15.2	2.2	1.7	1.2	0.1	0.8	0.5	82.5	17.6	
	#	**676**	**131**	**19**	**15**	**10**	**1**	**9**	**4**	**714**	**151**	**865**

CHART 17

ACADEMIC AFFAIRS
SUMMARY OF FIXED TERM FACULTY BY SCHOOL

		White		Black		Asian		Hispanic		Total		Tot
ARTS & SCIENCES:		M	F	M	F	M	F	M	F	M	F	
Fine Arts	%	83.3	16.7	0	0	0	0	0	0	83.3	16.7	
	#	5	1	0	0	0	0	0	0	5	1	6
Humanities	%	50.0	37.5	0	0	0	6.2	0	6.2	50.0	50.0	
	#	8	6	0	0	0	1	0	1	8	8	16
Natural Sciences	%	71.4	19.1	0	0	9.5	0	0	0	80.9	19.1	
	#	15	4	0	0	2	0	0	0	17	4	21
Social Sciences	%	53.8	38.5	0	7.7	0	0	0	0	53.8	46.2	
	#	7	5	0	1	0	0	0	0	7	6	13
BUSINESS ADMINISTRATION	%	0	0	0	0	0	0	0	0	0	0	
	#	0	0	0	0	0	0	0	0	0	0	0
EDUCATION	%	50.0	25.0	0	25.0	0	0	0	0	50.0	50.0	
	#	2	1	0	1	0	0	0	0	2	2	4
LAW & INSTITUTE OF GOVERNMENT	%	55.6	44.4	0	0	0	0	0	0	55.6	44.4	
	#	5	4	0	0	0	0	0	0	5	4	9
JOURNALISM	%	0	0	0	0	0	0	0	0	0	0	
	#	0	0	0	0	0	0	0	0	0	0	0
LIBRARY SCIENCE	%	0	0	0	0	0	0	0	0	0	0	
	#	0	0	0	0	0	0	0	0	0	0	0
SOCIAL WORK	%	40.0	60.0	0	0	0	0	0	0	40.0	60.0	
	#	2	3	0	0	0	0	0	0	2	3	5
TOTAL for ACADEMIC AFFAIRS	%	59.4	32.4	0	2.7	2.7	1.4	0	1.4	62.2	37.8	
	#	44	24	0	2	2	1	0	1	46	28	74

CHART 18

ACADEMIC AFFAIRS
FIXED TERM FACULTY BY RANK AND DEPARTMENT

RACE/GENDER

	White			Black			Asian			Hispanic			TOTAL		GRAND
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TOTAL
SCHOOL/DEPARTMENT															
FINE ARTS															
DRAMATIC ART															
Lecturer	2		2										2		2
Lecturer Equivalent	1		1										1		1
MUSIC															
Lecturer	1	1	2										1	1	2
RADIO, TELEVISION & MOTION PICTURES															
Lecturer	1		1										1		1
ENGLISH															
Lecturer	6	2	8										6	2	8
GERMANIC LANGUAGES															
Lecturer		1	1											1	1
PHILOSOPHY															
Lecturer	1		1										1		1
ROMANCE LANGUAGES															
Lecturer		3	3							1	1			4	4
SLAVIC LANGUAGES															
Lecturer	1		1				1	1					1	1	2

Academic Affairs - Fixed Term Faculty By Rank And Department
(Continued)

	RACE/GENDER													
	White			Black			Asian			Hispanic			TOTAL	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F
SCHOOL/DEPARTMENT														
NATURAL SCIENCES														
INSTITUTE OF MARINE SCIENCES														
Lecturer Equivalent	1		1										1	
BIOLOGY														
Lecturer	1	2	3										1	2
Lecturer Equivalent		1	1											1
COMPUTER SCIENCE														
Lecturer	1		1				1		1				2	
Lecturer Equivalent	1		1										1	
GEOLOGY														
Lecturer	1		1										1	
MATHEMATICS														
Lecturer	1		1										1	
PHYSICS & ASTRONOMY														
Lecturer	2		2										2	
Lecturer Equivalent	1		1				1		1				2	
PSYCHOLOGY														
Lecturer Equivalent	6	1	7										6	1

ademic Affairs - Fixed Term Faculty By Rank And Department
ontinued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GRAND
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TOTAL
HOOL/DEPARTMENT															
CIAL SCIENCES															
ONOMICS															
cturer	2		2										2		2
OGRAPHY															
cturer	1		1										1		1
YSICAL EDUCATION															
cturer	2	3	5	1		1							2	4	6
cturer Equivalent	1		1										1		1
LITICAL SCIENCE															
cturer		1	1											1	1
RRICULUM IN RECREATION ADMINISTRATION															
cturer	1	1	2										1	1	2
UCATION															
cturer	1		1	1		1							1	1	2
cturer Equivalent	1	1	2										1	1	2
STITUTE OF GOVERNMENT															
cturer	3		3										3		3
W															
cturer	2	4	6										2	4	6

Academic Affairs - Fixed Term Faculty By Rank And Department
(Continued)

	RACE/GENDER													
	White			Black			Asian			Hispanic			TOTAL	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F
SCHOOL/DEPARTMENT														
SOCIAL WORK														
Lecturer	1	2	**3**										1	2
Lecturer Equivalent	1	1	**2**										1	1
TOTAL FIXED TERM FACULTY	44	24	**68**	0	2	**2**	2	1	**3**	0	1	**1**	46	28

CHART 19

HEALTH AFFAIRS
SUMMARY OF TENURED FACULTY BY SCHOOL

		White		Black		Asian		Hispanic		Total		Total
		M	F	M	F	M	F	M	F	M	F	
DENTISTRY	%	91.2	8.8	0	0	0	0	0	0	91.2	8.8	
	#	62	6	0	0	0	0	0	0	62	6	68
MEDICINE	%	84.8	9.0	1.6	0	3.0	0.3	1.3	0	90.8	9.2	
	#	312	33	6	0	11	1	5	0	334	34	368
NURSING	%	0	100.0	0	0	0	0	0	0	0	100.0	
	#	0	28	0	0	0	0	0	0	0	28	28
PHARMACY	%	79.0	10.5	0	0	10.5	0	0	0	89.5	10.5	
	#	15	2	0	0	2	0	0	0	17	2	19
PUBLIC HEALTH	%	79.0	12.3	4.9	0	3.7	0	0	0	87.7	12.3	
	#	64	10	4	0	3	0	0	0	71	10	81
HEALTH AFFAIRS OTHER UNITS	%	100.0	0	0	0	0	0	0	0	100.0	0	
	#	1	0	0	0	0	0	0	0	1	0	1
TOTAL FOR HEALTH AFFAIRS	%	80.3	14.0	1.8	0	2.8	0.2	0.9	0	85.8	14.2	
	#	454	79	10	0	16	1	5	0	485	80	565

CHART 20

HEALTH AFFAIRS
TENURED FACULTY BY RANK AND DEPARTMENT

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GR
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TO
SCHOOL/DEPARTMENT															
SCHOOL OF DENTISTRY															
Distinguished Professor	2		2										2		
Professor	37	1	38										37	1	
Associate Professor	21	4	25										21	4	
Assistant Professor	2	1	3										2	1	
SCHOOL OF MEDICINE															
ANATOMY															
Professor	7	2	9							1		1	8	2	
Associate Professor	6		6										6		
ANESTHESIOLOGY															
Professor	3	1	4										3	1	
Associate Professor	3	1	4				1		1				4	1	
Assistant Professor	2		2										2		
BIOCHEMISTRY & NUTRITION															
Distinguished Professor	1	1	2										1	1	
Professor	8		8				1		1				9		
Associate Professor	7		7										7		
DERMATOLOGY															
Professor	3		3										3		
Associate Professor	1		1							1		1	2		
FAMILY MEDICINE															
Professor	6		6										6		
Associate Professor	6	1	7	1		1							7	1	

ealth Affairs - Tenured Faculty By Rank And Department
Continued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GRAND
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TOTAL
CHOOL/DEPARTMENT															
EDICAL ALLIED HEALTH PROFESSIONS															
rofessor	1	3	4				1		1				2	3	5
ssociate Professor	5	4	9	1		1	1		1				7	4	11
ssistant Professor		2	2											2	2
EDICINE															
istinguished Professor	4	1	5										4	1	5
rofessor	41	1	42				1		1	1		1	43	1	44
ssociate Professor	23		23							1		1	24		24
ICROBIOLOGY & IMMUNOLOGY															
istinguished Professor	3		3										3		3
rofessor	7	1	8										7	1	8
ssociate Professor	6	2	8										6	2	8
EUROLOGY															
istinguished Professor	1		1										1		1
rofessor	2		2				1		1				3		3
ssociate Professor	5		5										5		5
BSTETRICS & GYNECOLOGY															
istinguished Professor	2		2										2		2
rofessor	6		6	1		1							7		7
ssociate Professor	4	1	5										4	1	5
PHTHALMOLOGY															
istinguished Professor	1		1										1		1
ssociate Professor	3		3										3		3

ealth Affairs - Tenured Faculty By Rank And Department
(Continued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GRAN
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TOTA
SCHOOL/DEPARTMENT															
PATHOLOGY															
Professor	12		12					1	1				12	1	1
Associate Professor	10	1	11	1		1							11	1	1
PEDIATRICS															
Distinguished Professor	3		3										3		
Professor	18	1	19										18	1	1
Associate Professor	12	1	13										12	1	1
PHARMACOLOGY															
Professor	7	1	8				1		1				8	1	
Associate Professor	5		5	1		1	1		1				7		
PHYSIOLOGY															
Distinguished Professor	1		1										1		
Professor	3		3										3		
Associate Professor	5	1	6	1		1							6	1	
PSYCHIATRY															
Distinguished Professor	1		1										1		
Professor	11		11							1		1	12		1
Associate Professor	10	4	14										10	4	1
Assistant Professor	1		1										1		
RADIOLOGY															
Professor	7		7										7		
Associate Professor	7	1	8				2		2				9	1	1

alth Affairs - Tenured Faculty By Rank And Department
ontinued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GRAND
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TOTAL
HOOL/DEPARTMENT															
CIAL & ADMINISTRATIVE MEDICINE															
ofessor	3		3										3		3
sociate Professor	3		3										3		3
sistant Professor	1		1										1		1
RGERY															
stinguished Professor	6		6										6		6
ofessor	10		10										10		10
sociate Professor	9	2	11				1		1				10	2	12
HOOL OF NURSING															
ofessor		4	4											4	4
sociate Professor		23	23											23	23
sistant Professor		1	1											1	1
HOOL OF PHARMACY															
ofessor	7	1	8				2		2				9	1	10
sociate Professor	8	1	9										8	1	9
HOOL OF PUBLIC HEALTH															
OSTATISTICS															
stinguished Professor							1		1				1		1
ofessor	10		10				1		1				11		11
sociate Professor	3		3										3		3
VIRONMENTAL SCIENCES & ENGINEERING															
ofessor	19		19										19		19
sociate Professor	3		3										3		3

Health Affairs - Tenured Faculty By Rank And Department
(Continued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GR
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TO
SCHOOL/DEPARTMENT															
EPIDEMIOLOGY															
Distinguished Professor	1		1										1		
Professor	3	1	4	1		1							4	1	
Associate Professor		1	1											1	
HEALTH EDUCATION															
Professor	4		4	1		1							5		
Associate Professor	1	2	3	1		1							2	2	
HEALTH POLICY & ADMINISTRATION															
Professor	6		6				1		1				7		
Associate Professor	4	3	7										4	3	
MATERNAL & CHILD HEALTH															
Professor	4	1	5										4	1	
NUTRITION															
Professor	1		1	1		1							2		
Associate Professor	2	1	3										2	1	
PARASITOLOGY															
Professor	3		3										3		
PUBLIC HEALTH NURSING															
Associate Professor		1	1											1	

Health Affairs - Tenured Faculty By Rank And Department
(Continued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GRAND
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TOTAL
SCHOOL/DEPARTMENT															
OTHER SCHOOLS: HEALTH AFFAIRS															
Professor	1		1										1		1
TOTAL TENURED FACULTY	454	79	533	10	0	10	16	1	17	5	0	5	485	80	565

CHART 21

HEALTH AFFAIRS
SUMMARY OF TENURE TRACK FACULTY BY SCHOOL

		White		Black		Asian		Hispanic		Total		Tota
		M	F	M	F	M	F	M	F	M	F	
DENTISTRY	%	63.3	30.0	0	0	3.3	0	3.3	0	70.0	30.0	
	#	19	9	0	0	1	0	1	0	21	9	30
MEDICINE	%	65.6	27.0	1.8	0.6	2.5	1.2	0	1.2	69.9	30.1	
	#	107	44	3	1	4	2	0	2	114	49	163
NURSING	%	0	89.5	0	10.5	0	0	0	0	0	100.0	
	#	0	17	0	2	0	0	0	0	0	19	19
PHARMACY	%	88.2	11.8	0	0	0	0	0	0	88.2	11.8	
	#	15	2	0	0	0	0	0	0	15	2	17
PUBLIC HEALTH	%	60.7	32.1	0	3.6	3.6	0	0	0	64.3	35.7	
	#	17	9	0	1	1	0	0	0	18	10	28
HEALTH AFFAIRS OTHER UNITS	%	0	0	0	0	0	0	0	0	0	0	
	#	0	0	0	0	0	0	0	0	0	0	0
TOTAL FOR HEALTH AFFAIRS	%	61.5	31.5	1.2	1.5	2.3	0.8	0.4	0.8	65.4	34.6	
	#	158	81	3	4	6	2	1	2	168	89	257

CHART 22

HEALTH AFFAIRS
TENURE TRACK FACULTY BY RANK AND DEPARTMENT

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GRAND
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TOTAL
CHOOL/DEPARTMENT															
CHOOL OF DENTISTRY															
ssociate Professor	2		**2**										2		**2**
ssistant Professor	17	9	**26**				1		**1**	1		**1**	19	9	**28**
CHOOL OF MEDICINE															
NATOMY															
ssociate Professor		1	**1**				1		**1**				1	1	**2**
ssistant Professor	1	1	**2**										1	1	**2**
NESTHESIOLOGY															
ssociate Professor	2		**2**										2		**2**
ssistant Professor	1	1	**2**										1	1	**2**
IOCHEMISTRY & NUTRITION															
ssistant Professor	2	3	**5**										2	3	**5**
ERMATOLOGY															
ssistant Professor	1		**1**										1		**1**
AMILY MEDICINE															
ssistant Professor	7	2	**9**	1		**1**							8	2	**10**
EDICAL ALLIED HEALTH PROFESSIONS															
ssistant Professor	4	8	**12**										4	8	**12**
nstructor	2	2	**4**										2	2	**4**

Health Affairs - Tenure Track Faculty By Rank And Department
(Continued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GR
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TO
SCHOOL/DEPARTMENT															
MEDICINE															
Associate Professor	2		2										2		
Assistant Professor	15	4	19								1	1	15	5	
Instructor							1		1				1		
MICROBIOLOGY & IMMUNOLOGY															
Assistant Professor	4	2	6					1	1				4	3	
Instructor		1	1											1	
NEUROLOGY															
Assistant Professor	3		3										3		
OBSTETRICS & GYNECOLOGY															
Associate Professor	1		1										1		
Assistant Professor	5		5	1		1							6		
Instructor	1		1										1		
OPHTHALMOLOGY															
Assistant Professor	1		1					1	1				1	1	
PATHOLOGY															
Associate Professor	1		1										1		
Assistant Professor	7	4	11				1		1		1	1	8	5	
PEDIATRICS															
Associate Professor	1	1	2				1		1				2	1	
Assistant Professor	9	4	13		1	1							9	5	

ealth Affairs - Tenure Track Faculty By Rank And Department
Continued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GRAND
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TOTAL
CHOOL/DEPARTMENT															
HARMACOLOGY															
ssistant Professor	2		2										2		2
HYSIOLOGY															
ssociate Professor	1		1										1		1
ssistant Professor	5	1	6										5	1	6
SYCHIATRY															
ssociate Professor	1		1										1		1
ssistant Professor	4	4	8										4	4	8
ADIOLOGY															
ssistant Professor	6	2	8	1		1							7	2	9
OCIAL & ADMINISTRATIVE MEDICINE															
ssistant Professor	1	1	2										1	1	2
URGERY															
ssociate Professor	2		2										2		2
ssistant Professor	15	2	17										15	2	17
CHOOL OF NURSING															
ssociate Professor		5	5											5	5
ssistant Professor		12	12		2	2								14	14

Health Affairs - Tenure Track Faculty By Rank And Department
(Continued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		G
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
SCHOOL/DEPARTMENT															
SCHOOL OF PHARMACY															
Associate Professor	1		1										1		
Assistant Professor	13	2	15										13	2	
Instructor	1		1										1		
SCHOOL OF PUBLIC HEALTH															
BIOSTATISTICS															
Assistant Professor	1	1	2				1		1				2	1	
ENVIRONMENTAL SCIENCES & ENGINEERING															
Assistant Professor	4		4										4		
EPIDEMIOLOGY															
Associate Professor	1		1										1		
Assistant Professor	2	1	3										2	1	
HEALTH EDUCATION															
Assistant Professor	1		1										1		
HEALTH POLICY & ADMINISTRATION															
Associate Professor	1		1										1		
Assistant Professor	2	1	3										2	1	
MATERNAL & CHILD HEALTH															
Associate Professor	1		1										1		
Assistant Professor		1	1		1	1								2	

Health Affairs - Tenure Track Faculty By Rank
(Continued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GRAND
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TOTAL
SCHOOL/DEPARTMENT															
NUTRITION															
Assistant Professor	1	2	3										1	2	3
PARASITOLOGY															
Assistant Professor	3	1	4										3	1	4
PUBLIC HEALTH NURSING															
Associate Professor		2	2											2	2
TOTAL TENURE TRACK FACULTY	158	81	239	3	4	7	6	2	8	1	2	3	168	89	257

CHART 23

HEALTH AFFAIRS
SUMMARY OF TENURED AND TENURE TRACK FACULTY BY SCHOOL

		White		Black		Asian		Hispanic		Total		To
		M	F	M	F	M	F	M	F	M	F	
DENTISTRY	%	82.7	15.3	0	0	1.0	0	1.0	0	84.7	15.3	
	#	81	15	0	0	1	0	1	0	83	15	9
MEDICINE	%	78.9	14.5	1.7	0.2	2.8	0.6	0.9	0.4	84.4	15.6	
	#	419	77	9	1	15	3	5	2	448	83	53
NURSING	%	0	95.7	0	4.3	0	0	0	0	0	100.0	
	#	0	45	0	2	0	0	0	0	0	47	4
PHARMACY	%	83.3	11.1	0	0	5.6	0	0	0	88.9	11.1	
	#	30	4	0	0	2	0	0	0	32	4	3
PUBLIC HEALTH	%	74.3	17.4	3.7	0.9	3.7	0	0	0	81.7	18.3	
	#	81	19	4	1	4	0	0	0	89	20	10
HEALTH AFFAIRS	%	100.0	0	0	0	0	0	0	0	100.0	0	
OTHER UNITS	#	1	0	0	0	0	0	0	0	1	0	
TOTAL FOR	%	74.4	19.5	1.6	0.5	2.7	0.4	0.7	0.2	79.4	20.6	
HEALTH AFFAIRS	#	612	160	13	4	22	3	6	2	653	169	82

CHART 24

HEALTH AFFAIRS
SUMMARY OF FIXED-TERM FACULTY BY SCHOOL

		White		Black		Asian		Hispanic		Total		Total
		M	F	M	F	M	F	M	F	M	F	
DENTISTRY	%	46.2	38.5	3.8	7.7	3.8	0	0	0	53.8	46.2	
	#	12	10	1	2	1	0	0	0	14	12	26
MEDICINE	%	53.7	38.9	0	1.9	3.7	0.9	0	0.9	57.4	42.6	
	#	58	42	0	2	4	1	0	1	62	46	108
NURSING	%	0	100.0	0	0	0	0	0	0	0	100.0	
	#	0	15	0	0	0	0	0	0	0	15	15
PHARMACY	%	57.1	42.9	0	0	0	0	0	0	57.1	42.9	
	#	4	3	0	0	0	0	0	0	4	3	7
PUBLIC HEALTH	%	67.7	23.5	2.9	2.9	2.9	0	0	0	73.5	26.5	
	#	23	8	1	1	1	0	0	0	25	9	34
HEALTH AFFAIRS OTHER UNITS	%	66.7	33.3	0	0	0	0	0	0	66.7	33.3	
	#	2	1	0	0	0	0	0	0	2	1	3
TOTAL FOR HEALTH AFFAIRS	%	51.3	40.9	1.0	2.6	3.1	0.5	0	0.5	55.4	44.6	
	#	99	79	2	5	6	1	0	1	107	86	193

CHART 25

HEALTH AFFAIRS
FIXED TERM FACULTY BY RANK AND DEPARTMENT

RACE/GENDER

	White			Black			Asian			Hispanic			TOTAL		GRAN
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TOTA
SCHOOL/DEPARTMENT															
SCHOOL OF DENTISTRY															
Lecturer	1		**1**										1		
Lecturer Equivalent	11	10	**21**	1	2	**3**	1		**1**				13	12	2
SCHOOL OF MEDICINE															
ANATOMY															
Lecturer Equivalent	4		**4**				1		**1**				5		
ANESTHESIOLOGY															
Lecturer Equivalent	1		**1**										1		
BIOCHEMISTRY & NUTRITION															
Lecturer Equivalent	2	2	**4**										2	2	
CANCER RESEARCH CENTER															
Lecturer Equivalent							1		**1**				1		
FAMILY MEDICINE															
Lecturer	2	1	**3**										2	1	
Lecturer Equivalent	4		**4**										4		
MEDICAL ALLIED HEALTH PROFESSIONS															
Lecturer Equivalent	2	12	**14**		1	**1**							2	13	
MEDICINE															
Lecturer Equivalent	11	7	**18**										11	7	

ealth Affairs - Fixed Term Faculty By Rank And Department
Continued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GRAND
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TOTAL
CHOOL/DEPARTMENT															
ICROBIOLOGY & IMMUNOLOGY															
ecturer Equivalent	3		3										3		3
EUROLOGY															
ecturer Equivalent	1		1										1		1
BSTETRICS & GYNECOLOGY															
ecturer Equivalent		3	3											3	3
PHTHALMOLOGY															
ecturer	2		2										2		2
ATHOLOGY															
ecturer	1		1										1		1
ecturer Equivalent	2	3	5		1	1							2	4	6
EDIATRICS															
ecturer Equivalent	7	7	14				1	1	2		1	1	8	9	17
HARMACOLOGY															
ecturer Equivalent	1		1										1		1
HYSIOLOGY															
ecturer	1		1										1		1
ecturer Equivalent	4	1	5										4	1	5

Health Affairs - Fixed Term Faculty By Rank And Department
(Continued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GR
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TO
SCHOOL/DEPARTMENT															
PSYCHIATRY															
Lecturer	1		1										1		
Lecturer Equivalent	5	1	6										5	1	
RADIOLOGY															
Lecturer Equivalent		1	1											1	
SOCIAL & ADMINISTRATIVE MEDICINE															
Lecturer Equivalent		1	1											1	
SURGERY															
Lecturer Equivalent	3	3	6										3	3	
SCHOOL OF MEDICINE: GENERAL															
Lecturer Equivalent	1		1				1		1				2		
SCHOOL OF NURSING															
Lecturer		2	2											2	
Lecturer Equivalent		13	13											13	
SCHOOL OF PHARMACY															
Lecturer Equivalent	4	3	7										4	3	
SCHOOL OF PUBLIC HEALTH															
BIOSTATISTICS															
Lecturer Equivalent	10		10				1		1				11		

Health Affairs - Fixed Term Faculty By Rank And Department
(Continued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GRAND
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TOTAL
SCHOOL/DEPARTMENT															
ENVIRONMENTAL SCIENCE & ENGINEERING															
Lecturer	1		1										1		1
Lecturer Equivalent	3	1	4										3	1	4
EPIDEMIOLOGY															
Lecturer Equivalent	3		3										3		3
HEALTH EDUCATION															
Lecturer Equivalent	1	1	2		1	1							1	2	3
HEALTH POLICY & ADMINISTRATION															
Lecturer		1	1											1	1
Lecturer Equivalent	2		2	1		1							3		3
MATERNAL & CHILD HEALTH															
Lecturer Equivalent		1	1											1	1
NUTRITION															
Lecturer Equivalent		1	1											1	1
PARASITOLOGY															
Lecturer Equivalent	1		1										1		1
PUBLIC HEALTH NURSING															
Lecturer		1	1											1	1
Lecturer Equivalent		1	1											1	1

Health Affairs - Fixed Term Faculty By Rank And Department
(Continued)

	RACE/GENDER														
	White			Black			Asian			Hispanic			TOTAL		GRA
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	TOT
SCHOOL/DEPARTMENT															
PUBLIC HEALTH: GENERAL															
Lecturer	1		1										1		
Lecturer Equivalent	1	1	2										1	1	
FRANK PORTER GRAHAM CHILD DEVELOPMENT CENTER															
Lecturer Equivalent	2		2										2		
ALLIED HEALTH SCIENCES															
Lecturer Equivalent		1	1											1	
TOTAL FIXED TERM FACULTY	99	79	178	2	5	7	6	1	7	0	1	1	107	86	1

CHART 26

SUMMARY OF CHANGES
IN BLACK AND FEMALE FACULTY BY RANK

BLACK FACULTY:	9/30/83	9/30/84	9/30/85	8/31/86
Professor	11	13	17	17
Associate Professor	17	19	17	17
Assistant Professor	23	16	17	17
Instructor	2	2	1	0
SUBTOTAL, Tenure Track	53	50	52	51
Lecturer or Equivalent	6	7	7	9
TOTAL	59	57	59	60
FEMALE FACULTY:				
Professor	45	51	62	62
Associate Professor	102	100	100	114
Assistant Professor	114	123	128	134
Instructor	15	10	8	10
SUBTOTAL, Tenure Track	276	284	298	320
Lecturer or Equivalent	100	95	109	114
TOTAL	376	379	407	434

SOURCE: Office of Institutional Research
University of North Carolina at Chapel Hill

CHART 27

ACADEMIC AFFAIRS
SUMMARY OF EPA NON-FACULTY BY SCHOOL

		White		Black		Asian		Hispanic		Total		Tot
ARTS & SCIENCES:		M	F	M	F	M	F	M	F	M	F	
Fine Arts	%	33.3	66.7	0	0	0	0	0	0	33.3	66.7	
	#	1	2	0	0	0	0	0	0	1	2	3
Humanities	%	41.1	52.0	1.4	2.7	1.4	0	1.4	0	45.2	54.8	
	#	30	38	1	2	1	0	1	0	33	40	73
Natural Sciences	%	57.1	22.9	1.4	1.4	15.7	1.4	0	0	74.3	25.7	
	#	40	16	1	1	11	1	0	0	52	18	70
Social Sciences	%	50.0	35.7	0	7.1	0	0	7.1	0	57.1	42.9	
	#	7	5	0	1	0	0	1	0	8	6	14
BUSINESS ADMINISTRATION	%	37.5	62.5	0	0	0	0	0	0	37.5	62.5	
	#	3	5	0	0	0	0	0	0	3	5	8
EDUCATION	%	16.7	66.6	0	16.7	0	0	0	0	16.7	83.3	
	#	1	4	0	1	0	0	0	0	1	5	6
LAW & INSTITUTE OF GOVERNMENT	%	15.4	76.9	0	7.7	0	0	0	0	15.4	84.6	
	#	2	10	0	1	0	0	0	0	2	11	13
JOURNALISM	%	0	0	0	0	0	0	0	0	0	0	
	#	0	0	0	0	0	0	0	0	0	0	0
LIBRARY SCIENCE	%	0	100.0	0	0	0	0	0	0	0	100.0	
	#	0	2	0	0	0	0	0	0	0	2	2
SOCIAL WORK	%	40.0	60.0	0	0	0	0	0	0	40.0	60.0	
	#	2	3	0	0	0	0	0	0	2	3	5
OTHER DEPTS.	%	58.6	32.3	4.7	4.3	0	0	0	0	63.4	36.6	
	#	136	75	11	10	0	0	0	0	147	85	232
TOTAL for ACADEMIC AFFAIRS	%	52.1	37.5	3.1	3.8	2.8	0.2	0.5	0	58.5	41.5	
	#	222	160	13	16	12	1	2	0	249	177	426

CHART 28

HEALTH AFFAIRS
SUMMARY OF EPA NON-FACULTY BY SCHOOL

		White		Black		Asian		Hispanic		American Indian		Total		Total
		M	F	M	F	M	F	M	F	M	F	M	F	
TISTRY	%	66.7	33.3	0	0	0	0	0	0	0	0	66.7	33.3	
	#	4	2	0	0	0	0	0	0	0	0	4	2	6
ICINE	%	52.8	31.7	1.6	0.8	7.3	4.9	0.8	0	0	0	62.6	37.4	
	#	65	39	2	1	9	6	1	0	0	0	77	46	123
SING	%	100.0	0	0	0	0	0	0	0	0	0	100.0	0	
	#	1	0	0	0	0	0	0	0	0	0	1	0	1
RMACY	%	0	0	0	0	0	0	0	0	0	0	0	0	
	#	0	0	0	0	0	0	0	0	0	0	0	0	0
LIC HEALTH	%	44.7	34.2	5.3	2.6	5.3	5.3	0	0	2.6	0	57.9	42.1	
	#	17	13	2	1	2	2	0	0	1	0	22	16	38
LTH SCIENCES	%	20.8	79.2	0	0	0	0	0	0	0	0	20.8	79.2	
IBRARY	#	5	19	0	0	0	0	0	0	0	0	5	19	24
ER SCHOOLS/	%	29.4	55.9	0	11.8	0	2.9	0	0	0	0	29.4	70.6	
EPARTMENTS	#	10	19	0	4	0	1	0	0	0	0	10	24	34
AL FOR	%	45.1	40.7	1.8	2.7	4.9	4.0	0.4	0	0.4	0	52.7	47.3	
LTH AFFAIRS	#	102	92	4	6	11	9	1	0	1	0	119	107	226

STAFF EMPLOYEES

The Employment Division continued the 1981 policy of conducting preliminary screening on the basis of the State's Minimum Recruitment Standards for the classification involved and referring TOP Requests and applications to the operating departments. Using these paperwork referrals, the departments themselves decide which candidates to interview, perform all screening, conduct reference checks and, as always, make the final selection.

The University continued to experience inordinately high turnover. It's recruitment area still has a very low unemployment rate (2.6 percent in 1986) with very stiff market competition from firms in the Research Triangle area and a cost of living that is 5.8 percent above the national average. These factors coupled with the salary structure in effect through June 1986 and a fringe benefits package that is substandard in this employment market continue to impact significantly and adversely on the University's hiring efforts. The ongoing expansion by high-pay employers in the area and the coming of still others has severely weakened the University's appeal to qualified black applicants as well as others for skilled and professional positions. The fundamental need continues for a rational pay policy, pay schedule and total compensation plans adapted to the realities of this geographic labor market. This can be effectuated at the State level. Without these, the University at Chapel Hill will continue to experience increasing difficulty in recruitment of qualified persons of any race or sex.

Hires

The University's departments hired 1078 permanent SPA employees for the reporting period ending September 30, 1986. Of these, 751 (69.7 percent) were white, 298 (27.6 percent) were black and 29 (2.7 percent) were other minorities. Of the 1078 hires, 389 (36.1 percent) were males and 689 (63.9 percent) were females. These actions are grouped by Federal Occupation Category (FOC), race and sex.

Overall, the goals for the 12-month period ending September 30, 1986 projected a total of 1169 hires, including 359 minorities (334 blacks and 25 other minorities). The 1078 total hires were lower than the projected goals. This was due in part to the continuing low unemployment rates, tough market competition in the Research Triangle and the State's relatively inferior pay schedules and fringe benefits package. Another significant factor complicating the employment process has been the Governor's Executive Order affecting the filling of certain permanent Staff positions. Effective January 8, 1986, the Governor issued Executive Order 22 requiring advance approval by the Office of State Budget before filling any position funded in whole or in part by State appropriations. This additional barrier caused substantial delays and lost applicants in the already difficult labor market.

Terminations

Terminations totaled 932 for permanent SPA employees. Of these, 660 (70.8 percent) were white, 252 (27.0 percent) were black and 20 (2.1 percent) were other minorities. Of the 932 terminations, 331 (33.5 percent) were males and 601 (64.5 percent) were females.

As a percentage of all terminations, the rates for white males (21.0 percent) and black females (13.3 percent) were less than their representation in the workforce. As a percentage of all terminations, the rates for white females (49.8 percent), black males (13.7 percent), other minority males (0.8 percent) and other minority females (1.4 percent) were somewhat greater than their representation in the workforce.

While overall involuntary terminations (which include layoffs, probationary employee terminations and discharges), increased by 23 (22.1 percent), the rate for blacks increased by 21 (42.9 percent). Involuntary terminations occurred on a percentage basis at rates greater than the workforce representation for black males (38.6 percent versus 10.9 percent) and other minority males (1.6 percent versus 0.5 percent). Involuntary terminations occurred at rates less than the workforce representation for white males, white females, black females and other minority females.

Promotions

Permanent SPA employees received 510 promotions (which include upward movement in the same position by reclassification upgrading and salary range revision and by transfer to another position in a higher classification within either a department or through the Transfer Opportunities Program).

White females constituted 48.1 percent of the SPA workforce (as of September 30, 1985) and received 53.7 percent of the promotions. Black males constituted 10.9 percent of the SPA workforce and received 10.0 percent of the promotions. Black females constituted 16.6 percent of the SPA workforce and received 11.0 percent of the promotions. Other minority males constituted 0.5 percent of the SPA workforce and received 0.8 percent of the promotions. Other minority females constituted 1.0 percent of the SPA workforce and received 0.8 percent of the promotions. White males constituted 22.8 percent of the SPA workforce and received 23.7 percent of the promotions.

The Transfer Opportunities Program (TOP) provides employees the opportunity to seek transfer to another operating department. The transfer may be a promotion, demotion or lateral. The principal features of TOP include wide publicity through posting openings by position number and department name twice weekly on special TOP Boards across the campus, the Employment Division's screening and referring on the basis of the State's Minimum Recruitment Standards for the classification involved and provision for giving the TOP candidate immediate feedback as to the operating department's selection decision.

Applicant Flow

During the period October 1, 1985 through September 30, 1986, the Employment Division continued its recruitment efforts. The University received 10,290 new applications. Of these, 7308 (71.0 percent) were white applicants, 2644 (25.7 percent) were black and 338 (3.3 percent) were other minorities. Of the 10,290 applications, 4943 (48.0 percent) were males and 5347 (52.0 percent) were females.

Recruitment

The University maintained its intensive recruitment efforts to attract qualified black and female applicants. These efforts included the following, among others:

1. Paid Employment Advertising

   As necessary to attract qualified applicants, particularly for the Seven Job Groups identified by HEW in the 1978 Compliance Review and in the FOCs "Executive, Administrative and Managerial," "Professional Non-Faculty" and "Skilled Crafts," much newspaper advertising was placed in area newspapers at a substantial cost. High turnover coupled with the extreme difficulty in attracting suitably qualified applicants also required special advertising programs for the scarcer skills such as secretarial, HVAC, Computer Programmers, Research Technicians, Electronics Technicians and skilled trades. Position advertisements were placed in **The Chapel Hill Newspaper, Durham Morning Herald, The Durham Sun, The News and Observer** (Raleigh) and **The Carolina Times** (Durham), newspapers which serve the University's recruitment area. **The Carolina Times** is a weekly, black-owned-and-operated newspaper. The combined circulation of these area newspapers is approximately 253,100. Thus the University provided extensive opportunities for all to become aware of its SPA openings. Each advertisement contained the phrase, "Equal Opportunity/Affirmative Action Employer," or "EOE/AA" as provided in the July 1, 1983 **Affirmative Action Plan**

2. Public Service Announcements

   Public Service announcements, as appropriate, were placed with area radio and television stations. These included WCHL, a Chapel Hill radio station, WDNC, WFXE and WDUR radio stations in Durham, WLLE, WSHA and WRAL radio stations in Raleigh, WQMG, a Greensboro radio station, WTVD-TV (Channel 11 and WPTF-TV (Channel 28) in Durham and WLFL-TV (Channel 22) in Raleigh.

3. Community Agencies

   The "Staff Openings List" of current position openings is mailed monthly to 77 agencies and individuals. This was reduced from 165 agencies and individuals in July 1986

because of reduction in staff. Among the 77 recipients of the monthly mailings are the NAACP, the Winston-Salem Urban League, the Office of State Personnel, the Office of the Special Assistant to the Governor for Minority Affairs, the mayors of Chapel Hill and Carrboro, State Vocational Rehabilitation Offices and several federally funded organizations such as the Join Orange-Chatham Community Action Agency, Inc. (JOCCA) in Chapel Hill, the Durham Job Training and Partnership Office and Operation Breakthrough in Durham. a current Staff Openings List is maintained for weekly posting in the employment Division and a for legally required mailings weekly to agencies such as the Office of State Personnel and the Employment Security Commission.

4. Educational Institutions

The Employment Division made recruiting contacts with predominately black and female educational institutions including N.C. Central University, N.C. A and T State University, Winston-Salem State University, Fayetteville State University, Bennett College, Meredith College, Saint Augustine's College and Shaw University. Recruiting visits were made to area colleges, technical schools and high schools. Follow-up contacts were made, as appropriate, regarding specific opportunities.

5. UNC JOBS

The Employment Division's telephone advertising system, "UNC JOBS," provides a three minute recorded announcement of critical openings. It can be dialed on a 24-hour basis and has been widely publicized in area newspapers and on area television stations.

6. Special Efforts

In the Federal Occupation Category Code 1, "Executive, Administrative and Managerial"; FOC 3, "Professional Non-Faculty"; and FOC 6, "Skilled Crafts," the Employment Division made special recruitment efforts including advertising position openings in area newspapers having wide distribution among all ethnic groups and public service announcements on area television and radio stations. Weekly contact is maintained with the Durham Human Relations Commission, Winston-Salem Urban League and the Durham NAACP Chapter to share information on current openings.

Black representation increased on a percentage basis in two of the Seven Job Groups identified in Point 2 of HEW's letter of September 22, 1978 to the Chancellor, as follows:
- Dental Assistants, from 11.8 percent to 18.0 percent.
- Maintenance Mechanics III, from 10.0 percent to 10.8 percent.

Black representation decreased for Computer Programmers, from 6.7 percent to 4.0 percent, for Library Technical Assistants from 7.7 percent to 7.3 percent and for University Administrative Managers, from 3.2 percent to 3.1 percent. Psychoeducational Therapists remained unchanged at 4.0 percent as did Student Services Managers at 19.2 percent.

CHART 29

SPA Hiring Results 1 October 1985 - 30 September 1986
Compared to
Goals of September 1986

FOC Code	Federal Occupation Category	Race and Sex	Goals 10-1-85 through 9-30-86	Hired 10-1-85 through 9-30-86	Remaining Goals 9-30-86
1	Executive, Administrative and Managerial	White Male	12	10	2
		White Female	6	12	0
		Black Male	2	1	1
		Black Female	1	0	1
		Other Male	0	0	0
		Other Female	0	0	0
3	Professional Non-Faculty	White Male	46	43	3
		White Female	58	69	0
		Black Male	5	0	5
		Black Female	7	2	5
		Other Male	2	2	0
		Other Female	2	2	0
4	Clerical and Secretarial	White Male	40	37	3
		White Female	363	283	80
		Black Male	8	9	0
		Black Female	90	80	10
		Other Male	1	0	1
		Other Female	7	5	2
5	Technical and Para-professional	White Male	68	76	0
		White Female	95	131	0
		Black Male	7	6	1
		Black Female	10	13	0
		Other Male	4	3	1
		Other Female	7	12	0
6	Skilled Crafts	White Male	59	41	18
		White Female	3	3	0
		Black Male	7	7	0
		Black Female	1	0	1
		Other Male	0	1	0
		Other Female	0	0	0
7	Service and Maintenance	White Male	46	30	16
		White Female	14	16	0
		Black Male	125	121	4
		Black Female	71	59	12
		Other Male	2	2	0
		Other Female	0	2	0

CHART 30

SPA Work Force Analysis
(Rounded to the Nearest Tenth)
30 September 1986

FOC Code	Federal Occupation Category	Sex	White		Black		Other		Total	
			Number	%	Number	%	Number	%	Number	%
1	Executive, Administrative and Managerial	Male	97	45.8	8	3.8	2	0.9	107	50.5
		Female	97	45.8	7	3.3	1	0.5	105	49.5
		Total	194	91.5	15	7.1	3	1.4	212	100.0
3	Professional Non-Faculty	Male	222	38.4	11	1.9	5	0.9	238	41.2
		Female	303	52.4	27	4.7	10	1.7	340	58.8
		Total	525	90.8	38	6.6	15	2.6	578	100.0
4	Clerical and Secretarial	Male	119	6.0	69	3.5	3	0.2	191	9.6
		Female	1425	71.6	358	18.0	15	0.8	1798	90.4
		Total	1544	77.6	427	21.5	18	0.9	1989	100.0
5	Technical and Paraprofessional	Male	253	31.5	37	4.6	10	1.2	300	37.4
		Female	408	50.8	69	8.6	26	3.2	503	62.6
		Total	661	82.3	106	13.2	36	4.5	803	100.0
6	Skilled Crafts	Male	298	77.6	73	19.0	2	0.5	373	97.1
		Female	9	2.3	2	0.5	0	0.0	11	2.9
		Total	307	79.9	75	19.5	2	0.5	384	100.0
7	Service and Maintenance	Male	116	13.7	326	38.4	3	0.4	445	52.5
		Female	55	6.5	343	40.4	5	0.6	403	47.5
		Total	171	20.2	669	78.9	8	0.9	848	100.0
	Totals	Male	1105	23.0	524	10.9	25	0.5	1654	34.4
		Female	2297	47.7	806	16.7	57	1.2	3160	65.6
		Total	3402	70.7	1330	27.6	82	1.7	4814	100.0

CHART 31

SPA Personnel

FOC Code	Federal Occupation Category	SPA Utilization Analysis September 30, 1985				SPA Utilization Analysis September 30, 1986				Hires September 30, 1986				Projected Hiring Goals* September 30, 1986			
		Race	Male	Female	Total	Race	Male	Female	Total	Race	Male	Female	Total	Race	Male	Female	Total
1	Executive, Administrative and Managerial	W	95	91	186	W	97	97	194	W	10	12	22	W	12	6	18
		B	7	7	14	B	8	7	15	B	1	0	1	B	2	1	3
		O	2	1	3	O	2	1	3	O	0	0	0	O	0	0	0
3	Professional Non-Faculty	W	200	279	479	W	222	303	525	W	43	69	112	W	46	58	104
		B	10	27	37	B	11	27	38	B	0	2	2	B	5	7	12
		O	5	9	14	O	5	10	15	O	2	2	4	O	2	2	4
4	Clerical and Secretarial	W	120	1437	1557	W	119	1425	1544	W	37	283	320	W	40	363	403
		B	61	334	395	B	69	358	427	B	9	80	89	B	8	90	98
		O	3	16	19	O	3	15	18	O	0	5	5	O	1	7	8
5	Technical and Paraprofessional	W	242	371	613	W	253	408	661	W	76	131	207	W	68	95	163
		B	35	72	107	B	37	69	106	B	6	13	19	B	7	10	17
		O	10	20	30	O	10	26	36	O	3	12	15	O	4	7	11
6	Skilled Crafts	W	286	16	302	W	298	9	307	W	41	3	44	W	59	3	62
		B	66	3	69	B	73	2	75	B	7	0	7	B	7	1	8
		O	2	0	2	O	2	0	2	O	1	0	1	O	0	0	0
7	Service and Maintenance	W	121	53	174	W	116	55	171	W	30	16	46	W	46	14	60
		B	329	333	662	B	326	343	669	B	121	59	180	B	125	71	196
		O	2	3	5	O	3	5	8	O	2	2	4	O	2	0	2
	Totals	W	1064	2247	3311	W	1105	2297	3402	W	237	514	751	W	271	539	810
		B	508	776	1284	B	524	806	1330	B	144	154	298	B	154	180	334
		O	24	49	73	O	25	57	82	O	8	21	29	O	9	16	25
	Total		1596	3072	4668		1654	3160	4814		389	689	1078		434	735	1169

*Goals were established based upon projected hiring opportunities and work force availability rather than upon revision of SPA population. Experience has shown that population change projections by race, sex and Federal Occupation Category are not reasonably predictable. This is due to terminations, abolishment of positions, creation of new positions, initial classification of positions which were EPA and other factors.

CHART 32

Summary of SPA Work Force, Hires, Terminations and Promotions
1 October 1985 - 30 September 1986

A	B	C	D		E		F		G		H		I
FOC	Federal Occupation Category	Race and Sex	Work Force 9-30-85		Hires		Terminations (All)		Terminations (Involuntary)		Promotions		Difference Column D & Column H
			Number	%	Number	%	Number	%	Number	%	Number	%	+ - %
1	Executive, Administrative and Managerial	WM	95	46.8	10	43.5	12	54.5	0	0.0	16	61.5	+14.7
		WF	91	44.8	12	52.2	10	45.5	0	0.0	10	38.5	- 6.3
		BM	7	3.4	1	4.3	0	0.0	0	0.0	0	0.0	- 3.4
		BF	7	3.4	0	0.0	0	0.0	0	0.0	0	0.0	- 3.4
		OM	2	1.0	0	0.0	0	0.0	0	0.0	0	0.0	- 1.0
		OF	1	0.5	0	0.0	0	0.0	0	0.0	0	0.0	- 0.5
		W	186	91.6	22	95.7	22	100.0	0	0.0	26	100.0	+ 8.4
		B	14	6.9	1	4.3	0	0.0	0	0.0	0	0.0	- 6.9
		O	3	1.5	0	0.0	0	0.0	0	0.0	0	0.0	- 1.5
		M	104	51.2	11	47.8	12	54.5	0	0.0	16	61.5	+10.3
		F	99	48.8	12	52.2	10	45.5	0	0.0	10	38.5	-10.3
		T	203	100.0	23	100.0	22	100.0	0	0.0	26	100.0	
3	Professional Non-Faculty	WM	200	37.7	43	36.4	29	31.9	3	25.0	26	44.1	+ 6.4
		WF	279	52.6	69	58.5	54	59.3	6	50.0	29	49.2	- 3.4
		BM	10	1.9	0	0.0	1	1.1	0	0.0	2	3.4	+ 1.5
		BF	27	5.1	2	1.7	2	2.2	0	0.0	0	0.0	- 5.1
		OM	5	0.9	2	1.7	3	3.3	2	16.7	1	1.7	+ 0.8
		OF	9	1.7	2	1.7	2	2.2	1	8.3	1	1.7	0.0
		W	479	90.4	112	94.9	83	91.2	9	75.0	55	93.2	+ 2.8
		B	37	7.0	2	1.7	3	3.3	0	0.0	2	3.4	- 3.6
		O	14	2.6	4	3.4	5	5.5	3	25.0	2	3.4	+ 0.8
		M	215	40.6	45	38.1	33	36.3	5	41.7	29	49.2	+ 8.6
		F	315	59.4	73	61.9	58	63.7	7	58.3	30	50.8	- 8.6
		T	530	100.0	118	100.0	91	100.0	12	100.0	59	100.0	
4	Clerical and Secretarial	WM	120	6.1	37	8.9	34	9.0	3	10.7	17	7.0	+ 0.9
		WF	1437	72.9	283	68.4	277	73.3	17	60.7	169	69.3	- 3.6
		BM	61	3.1	9	2.2	4	1.1	0	0.0	11	4.5	+ 1.4
		BF	334	16.9	80	19.3	57	15.1	8	28.6	45	18.4	+ 1.5
		OM	3	0.2	0	0.0	0	0.0	0	0.0	1	0.4	+ 0.2
		OF	16	0.8	5	1.2	6	1.6	0	0.0	1	0.4	- 0.4
		W	1557	79.0	320	77.3	311	82.3	20	71.4	186	76.2	- 2.8
		B	395	20.0	89	21.5	61	16.1	8	28.6	56	23.0	+ 3.0
		O	19	1.0	5	1.2	6	1.6	0	0.0	2	0.8	- 0.2
		M	184	9.3	46	11.1	38	10.1	3	10.7	29	11.9	+ 2.6
		F	1787	90.7	368	88.9	340	89.9	25	89.3	215	88.1	- 2.6
		T	1971	100.0	414	100.0	378	100.0	28	100.0	244	100.0	
5	Technical and Para-professional	WM	242	32.3	76	31.5	59	30.9	7	53.8	23	23.7	- 8.6
		WF	371	49.5	131	54.4	104	54.5	3	23.1	61	62.9	+13.4
		BM	35	4.7	6	2.5	5	2.6	1	7.7	5	5.2	+ 0.5
		BF	72	9.6	13	5.4	16	8.4	2	15.4	5	5.2	- 4.4
		OM	10	1.3	3	1.2	2	1.0	0	0.0	1	1.0	- 0.3
		OF	20	2.7	12	5.0	5	2.6	0	0.0	2	2.1	- 0.6
		W	613	81.7	207	85.9	163	85.3	10	76.9	84	86.6	+ 4.9
		B	107	14.3	19	7.9	21	11.0	3	23.1	10	10.3	- 4.0
		O	30	4.0	15	6.2	7	3.7	0	0.0	3	3.1	- 0.9
		M	287	38.3	85	35.3	66	34.6	8	61.5	29	29.9	- 8.4
		F	463	61.7	156	64.7	125	65.4	5	38.5	68	70.1	+ 8.4
		T	750	100.0	241	100.0	191	100.0	13	100.0	97	100.0	

CHART 32 (Continued)

Summary of SPA Work Force, Hires, Terminations and Promotions
1 October 1985 - 30 September 1986

A	B	C	D		E		F		G		H		I
FOC	Federal Occupation Category	Race and Sex	Work Force 9-30-85		Hires		Terminations (All)		Terminations (Involuntary)		Promotions		Difference Column D & Column H
			Number	%	Number	%	Number	%	Number	%	Number	%	+ - %
6	Skilled Crafts	WM	286	76.7	41	78.8	30	66.7	4	44.4	30	63.8	-12.9
		WF	16	4.3	3	5.8	8	17.8	3	33.3	2	4.3	0.0
		BM	66	17.7	7	13.5	5	11.1	2	22.2	13	27.7	+10.0
		BF	3	0.8	0	0.0	1	2.2	0	0.0	1	2.1	+ 1.3
		OM	2	0.5	1	1.9	1	2.2	0	0.0	1	2.1	+ 1.6
		OF	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0
		W	302	81.0	44	84.6	38	84.4	7	77.8	32	68.1	-12.9
		B	69	18.5	7	13.5	6	13.3	2	22.2	14	29.8	+11.3
		O	2	0.5	1	1.9	1	2.2	0	0.0	1	2.1	+ 1.6
		M	354	94.9	49	94.2	36	80.0	6	66.7	44	93.6	- 1.3
		F	19	5.1	3	5.8	9	20.0	3	33.3	3	6.4	+ 1.3
		T	373	100.0	52	100.0	45	100.0	9	100.0	47	100.0	
7	Service and Maintenance	WM	121	14.4	30	13.0	32	15.6	7	10.8	9	24.3	+ 9.9
		WF	53	6.3	16	7.0	11	5.4	1	1.5	3	8.1	+ 1.8
		BM	329	39.1	121	52.6	113	55.1	46	70.8	20	54.1	+15.0
		BF	333	39.6	59	25.7	48	23.4	11	16.9	5	13.5	-26.1
		OM	2	0.2	2	0.9	1	0.5	0	0.0	0	0.0	- 0.2
		OF	3	0.4	2	0.9	0	0.0	0	0.0	0	0.0	- 0.4
		W	174	20.7	46	20.0	43	21.0	8	12.3	12	32.4	+11.7
		B	662	78.7	180	78.3	161	78.5	57	87.7	25	67.6	-11.1
		O	5	0.6	4	1.7	1	0.5	0	0.0	0	0.0	- 0.6
		M	452	53.7	153	66.5	146	71.2	53	81.5	29	78.4	+24.7
		F	389	46.3	77	33.5	59	28.8	12	18.5	8	21.6	-24.7
		T	841	100.0	230	100.0	205	100.0	65	100.0	37	100.0	
	Totals	WM	1064	22.8	237	22.0	196	21.0	24	18.9	121	23.7	+ 0.9
		WF	2247	48.1	514	47.7	464	49.8	30	23.6	274	53.7	+ 5.6
		BM	508	10.9	144	13.4	128	13.7	49	38.6	51	10.0	- 0.9
		BF	776	16.6	154	14.3	124	13.3	21	16.5	56	11.0	- 5.6
		OM	24	0.5	8	0.7	7	0.8	2	1.6	4	0.8	+ 0.3
		OF	49	1.0	21	1.9	13	1.4	1	0.8	4	0.8	- 0.2
		W	3311	70.9	751	69.7	660	70.8	54	42.5	395	77.5	+ 6.6
		B	1284	27.5	298	27.6	252	27.0	70	55.1	107	21.0	- 6.5
		O	73	1.6	29	2.7	20	2.1	3	2.4	8	1.6	0.0
		M	1596	34.2	389	36.1	331	35.5	75	59.1	176	34.5	+ 0.3
		F	3072	65.8	689	63.9	601	64.5	52	40.9	334	65.5	- 0.3
		T	4668	100.0	1078	100.0	932	100.0	127	100.0	510	100.0	

UNIVERSITY OF N.C. AT CHAPEL HILL
00036763582
FOR USE ONLY IN
THE NORTH CAROLINA COLLECTION
Form No. A-368